

Recommended Allocation of Full-Time Faculty Vacancies in Order to Restore FON Compliance by Fall 2014

On October 9, 2013, the Human Resources Committee met to review the District's Fall 2013 FON report and consider two options to restore the District's FON by Fall 2014. Option #1 allocated the projected faculty vacancies along the current FTES split in the Budget Allocation Model (BAM). Option #2 allocated the projected faculty vacancies to resemble Fall 2008 levels, which was the last year that the District was in compliance with the FON.

Option #1 -- Restoration to Current FTES Split	TOTAL	SAC			SCC		
		FON	PCT	FTES %	FON	PCT	FTES %
Fall 2008 Count (Last Year of FON Compliance)	336	232	69.0%	70.3%	104	31.0%	29.7%
Fall Full-time Faculty 2012 Count	315	216	68.6%	70.8%	99	31.4%	29.2%
Fall 2013 Full-time Faculty Estimate	317	217	68.5%	70.8%	100	31.5%	29.2%
Fall 2014 Projection (without additional hiring)	306	209	68.3%		97	31.7%	
Fall 2014 FON Obligation (334.80)	335	237	70.8%		98	29.2%	
New Full-time Positions Needed		28			1		

Option #2 -- Restoration to 2008 Level	TOTAL	SAC			SCC		
		FON	PCT	FTES %	FON	PCT	FTES %
Fall 2008 Count (Last Year of FON Compliance)	336	232	69.0%	70.3%	104	31.0%	29.7%
Fall Full-time Faculty 2012 Count	315	216	68.6%	70.8%	99	31.4%	29.2%
Fall 2013 Full-time Faculty Estimate	317	217	68.5%	70.8%	100	31.5%	29.2%
Fall 2014 Projection (without additional hiring)	306	209	68.3%		97	31.7%	
Fall 2014 FON Obligation (334.80)	335	231	69.0%		104	31.0%	
New Full-time Positions Needed		22			7		

HR Committee Recommendation:

The HR Committee recommends Option #1, with the caveat that the college presidents be given the latitude to shift vacancies between the colleges in any given year provided that each college's obligation is restored in the following year to reflect the current FTES split. In subsequent years, each college will be responsible for maintaining its FON by replacing vacancies created through retirement/resignation, etc. Increases in the FON (due to funded growth) will be allocated between the colleges in proportion to the growth generated by each college.